

**SARDAR PATEL UNIVERSITY**  
**Programme: MHRM**  
**Semester: I**  
**Syllabus with effect from: June 2011**

<b>Paper Code:</b> PA01CHRM02	<b>Total Credits: 3</b>
<b>Title Of Paper:</b> Human Relation Management	

Unit	Description in detail	Weightage (%)
<b>1</b>	<b>Human Relation</b> Introduction to Human Relations, Meaning and significance in work, Distinction between human relation approach and earlier management i.e. Scientific management human relation movement	<b>20 %</b>
<b>2</b>	<b>Individual at Work</b> Individual at work (psycho-socio perspective) difference in perception Values, attitudes, abilities and personality	<b>15 %</b>
<b>3</b>	<b>Human Needs</b> Human Needs, Motivation, Emotions Meaning, Types and their significance in work situations	<b>20 %</b>
<b>4</b>	<b>Stress Management</b> Frustration, Conflicts, Stress and their consequences on work. Adaptive and defensive behavior of an individual coping technique.	<b>15 %</b>
<b>5</b>	<b>Personality</b> Personality: Concept, nature, types and factors that influencing personality of individual. Types of Psychological Test and their characteristics	<b>20 %</b>
<b>6</b>	<b>Industrialization &amp; Social Implication</b> Social implication of technological change / industrialization & Urbanization of rural Areas. Industrial Organization and social system.	<b>10 %</b>

**Basic Text & Reference Books:**

- Human Resources Management - Keith Davis .
- Organization Behaviour - L.M. Prasad .
- Organization Behaviour - Fred Luthans .
- Human Relation and Organizational Behaviour Deep and Deep  
Publication - Nirmal Singh 2000
- Organizational Behaviour, Sultanchand & Sons - L.M PRASAD 2000.
- Human Behaviour at work Mcgraw Hills, New York- Davis Keith 1977
- Sociology by Anthony Giddens Fourth Edition Polity Press.- Anthony Giddens
- Human Relations In Business Mac Million Pub. Totonto - Caruel Fred 1970

